

To the Members of the California State Assembly:

I am returning Assembly Bill 1043 without my signature.

This bill appears to create a solution in search of a problem. California law currently ensures that employees can not be subjected to unconscionable contract provisions that would force them to forego the protections of California law or litigate their claims in an inappropriate out-of-state forum. Moreover, this bill creates unnecessary and unhelpful uncertainties for the employers and employees concerning issues of federal preemption. Lastly, I strongly support the right of parties to freely contract for the terms of their employment relationship. This bill fundamentally conflicts with that policy.

For these reasons, I am returning this bill without my signature.

Sincerely,

Arnold Schwarzenegger